North Central Regional Transit District (NCRTD)

Resolution 2014-11

ADOPTION OF A COMPENSATION PLAN AND PERFORMANCE INCREASE MATRIX FOR FISCAL YEAR 2015 FOR NON-COLLECTIVE BARGAINING POSITIONS

WHEREAS, the NCRTD was created through legislative enactment (NMSA 1978, Sections 73-25-1 through 73-25-19); and

WHEREAS, the NCRTD is a subdivision of the State of New Mexico with all the authority and duties of the same; and

WHEREAS, the Board has the authority to make and pass resolutions necessary for the execution of the powers vested in the District; and

WHEREAS, the NCRTD Board adopted by voice vote the 2007 compensation plan at its October 2007 Board meeting; and

WHEREAS, the NCRTD Board on August 2, 2013 adopted a revised compensation plan and a performance increase matrix; and

WHEREAS, the NCRTD Personnel Policies Section 3.10 requires that the compensation plan be adopted by resolution; and

WHEREAS, the NCRTD Board has approved the FY 2015 Budget which includes funding for a performance increase for non-collective bargaining employees to be distributed as reflected in the attached Performance Increase Matrix in concert with the Districts adopted Personnel Policies.

NOW THEREFORE BE IT RESOLVED THAT THE FY 2015 COMPENSATION PLAN AND PERFORMANCE INCREASE MATRIX ARE APPROVED AND ADOPTED AS ATTACHED HERETO AS EXHIBITS "A" AND "B" ON THIS 6TH DAY OF JUNE 2014.

Daniel Barrone, Chair

Approved as to form:

Peter Dwyer, Counsel

North Central Regional Transit District

Exhibit "A"

Compensation Plan Fiscal Year 2014 - Non Represented

Job Title	Minimum	MidPoint	Maximum	FSLA Status	Job Code	Department
Finance Director**	$69,710	$87,138	$104,565	Exempt	110	Administration
Transit & Facililties Operations Director**	$68,515	$85,643	$102,772	Exempt	200	Operations
Human Resources, Safety & Risk Administrator**	$46,671	$58,338	$70,006	Exempt	120	Administration
Fleet & Facilities Maintenance Manager	$45,223	$56,529	$67,835	Exempt	220	Operations
Public Informaiton Officer	$44,643	$55,804	$66,965	Exempt	125	Administration
Financial Analyst	$41,486	$51,858	$62,229	Exempt	115	Administration
Projects & Grants Specialist	$39,787	$49,734	$59,681	Exempt	130	Administration
Transit Shift Supervisor	$36,629	$44,870	$53,112	Non exempt	205	Operations
Executive Assistant	$35,163	$43,075	$50,987	Non exempt	135	Administration
Financial Specialist	$31,540	$38,637	$45,734	Non exempt	116	Administration
Administrative Specialist	$30,803	$37,733	$44,664	Non exempt	230	Operations
Facilities Maintenance Specialist	$30,668	$36,801	$42,935	Non exempt	225	Operations
Fleet & Facilities Maintenance Worker	$27,659	$33,191	$38,722	Non exempt	226	Operations

**At will positions

Performance Increase Schedule - FY2014 *Exhibit "B"*

	Performance Score		
	Performance Adjustment		
	Partially Meets Expectations	**Meets Expectations**	
Employee pay rate falls below pay plan maximum. Increases are added to the Base Pay.	**0.00%**	**2.00%**	
	Performance Adjustment Plus		
	Exceeds Expectations		
Employee pay rate falls below pay plan maximum and performance score is exceeds expectations.	**3.50%**		
	Performance Recognition - One Time Salary Distribution		
Employee pay rate falls at or above maximum. Award treated as a one time distribution and not added to the base pay.	**Partially Meets Expectations**	**Meets Expectations**	**Exceeds Expectations**
	$0	**2%**	**3.50%**

North Central Regional Transit District
Compensation Plan - Fiscal Year 2015 - Non Represented

Job Title	Minimum	MidPoint	Maximum	FSLA Status	Job Code	Department
Finance Director**	$71,801	$89,752	$107,702	Exempt	110	Administration
Transit & Facililties Operations Director**	$70,570	$88,212	$105,855	Exempt	200	Operations
Human Resources, Safety & Risk Director**	$58,338	$72,922	$87,507	Exempt	120	Administration
Fleet & Facilities Maintenance Manager	$46,579	$58,224	$69,870	Exempt	220	Operations
Public Information Officer	$45,982	$57,478	$68,974	Exempt	125	Administration
Financial Analyst	$42,730	$53,413	$64,095	Exempt	115	Administration
Marketing & Communications Specialist	$40,980	$51,226	$61,471	Exempt	117	Administration
Projects & Grants Specialist	$40,980	$51,226	$61,471	Exempt	130	Administration
Transit Shift Supervisor	$37,727	$46,216	$54,705	Non exempt	205	Operations
Executive Assistant	$36,218	$44,367	$52,516	Non exempt	135	Administration
Financial Specialist	$32,486	$39,796	$47,106	Non exempt	116	Administration
Administrative Specialist	$31,727	$38,864	$46,004	Non exempt	230	Operations
Facilities Maintenance Specialist	$31,588	$37,905	$44,223	Non exempt	225	Operations
Fleet & Facilities Maintenance Worker	$28,488	$34,186	$39,883	Non exempt	226	Operations

**At will positions

NCRTD - Performance Increase Schedule - FY 2015

	Performance Score				
	<3	3.00-3.25	3.26-3.5	3.51-3.75	3.76-4.00
Performance Adjustment					
Employee pay rate falls below pay plan maximum. Increases are added to the base pay.	0.00%	2.00%	2.50%	3.00%	4.00%
Performance Recognition - One Time Salary Distribtuion					
Employee pay rate falls at or above maximum. Award treated as a one time distribution and not added to the base pay.	0.00%	2.00%	2.50%	3.00%	4.00%

Evaluation Form Performance Ratings and Numerical Score:

Performance Rating	Score
Exceeds Expectations	4
Achieves Expectations	3
Partially Meets Expectations	2
Needs Improvement	1